

Enthuse Your New World....

"If this time has taught us anything; it's that we have to bring our human selves to work"

Jo Wright
Director of Coaching,
Coaching Culture.



Having worked for over 22 years in blue chip organisations in a variety of roles, Jo became an accredited ICF Coach, which "totally changed her life". Jo loves to share the benefits of creating a coaching culture and inspires others to think differently through the power of coaching.

React

The immediate business response was all centred on our team's wellbeing – physical, emotional and mental. Daily video check ins quickly became the norm, and a daily report for the team to capture their thoughts and feelings and to put their hand up if support was required (work or personal).

Forced Fun Friday soon became the highlight of the week as we got together on a team video to enjoy quizzes and games.

We acknowledged amongst the team that it was OK to feel whatever we were feeling – everybody had their own personal thoughts and feelings, and they were all valid and real. Nonetheless, to keep a sense of calm and perspective, it was important to have more coaching conversations, focusing on resilience, wellbeing and the downsides of catastrophic thinking, despite none of us knowing what the future looked like.



Response

Once we felt a sense of team security, we then started to focus on how we could help others. We knew that our digital tools and content could help. So, we set to work frantically producing our Thriving During Isolation module – which we achieved quickly and to a very high quality. We offered it up for free and have had more than 600 requests to use the module. The feedback has been phenomenal. It gave us a deeper sense of purpose and it has felt good to be able to help. I felt quite emotional when we launched the module.

It's been clear that as the weeks have passed, our new ways of working have become more normalised. While it still feels that different people have experienced highs and lows, and each at different times, there's a greater sense of calm and optimism for the future.



Repurpose

It feels like despite not being in an office, the team feel closer. We have experienced something very personal together, and we've helped each other through.

The need to display empathy and emotional intelligence, and to be able to coach, trust and empower others using technology has become a priority more than ever before.

Our business is in a great place to continue to offer virtual and digital coaching services, and to help organisations to build a coaching culture. If this experience has taught us anything, it's that we have to bring our human selves to work. Showing empathy, building trust and empowering others are critical leadership and management behaviours.....

The rest will follow.

